

TRANSMITTAL SLIP		
TO:		
ROOM NO.	BUILDING	
REMARKS:		
<p><i>Trinan</i></p> <p><i>Please hold for</i></p> <p><i>Friday meeting on</i></p> <p><i>Retirement</i></p> <p><i>25 Apr 68</i></p> <p>STAT</p>		
FROM:		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241  
1 FEB 55

REPLACES FORM 36-8  
WHICH MAY BE USED.

(47)

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
	UNCLASSIFIED		CONFIDENTIAL
			SECRET
<b>OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	DATE	INITIALS
1	RLB		
2			
3			
4			
5			
6			
	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
<b>Remarks:</b> I believe you mentioned that at a meeting of the deputies with Col White, the original hunting services transferees were agreed as being in the exception category (over)			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
			28 APR 1968

Here are papers on them and  
others in this type of group

While it will likely be wise  
to let discussion with  
the 57 transference slide  
a bit more, I'm giving  
George Meloon and ~~for~~ Walter  
copies of  STAT  
with a request for comments  
and suggestions as to  
implementation when  
the decision is ultimately  
made.

STAT

STAT

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SECRET

*Personnel 17*

19 APR 1968

MEMORANDUM FOR: Acting Deputy Director for Support

SUBJECT : Exception to Agency Retirement Policy - Printing  
Services Division Personnel

1. How CIA thinks through this problem will, and correctly should, affect our major policy decisions regarding the CIA age 60 retirement policy.
2. It seems to be pretty generally accepted by Agency management and the General Counsel that the 57 remaining GPO employees must be exempted from the retirement policy in view of specific commitments made to them. In my opinion, the exemption can be restricted successfully to this small group if properly and firmly explained. However, it will be pointed out that Printing Services Division employees are historically highly trade union oriented in their traditions and thinking. With such orientation, there will doubtless be complaints of discrimination and possibly some risk of publicity through union efforts. The Agency could withstand this if it has a sound rationale for its policy and if it explains clearly that it is only our desire to keep faith with the 57 that persuades us to discriminate among equivalent employees.
3. If, however, the entire Printing Services Division group were excluded from policy, I believe we would be in an untenable position vis-a-vis other Wage Board and equivalent types of employees. The next step would immediately bring in a case for exemption of all lower graded GS employees.
4. In sum, I truly think the practical alternatives available to CIA are to:
  - a. Hold the policy line, exempting only the 57 former GPO employees or,
  - b. Establish a grade level for the exclusion of all lower graded CIA employees.

SECRET

- 2 -

5. I recommend that any consideration of exempting all Printing Services Division employees from the retirement policy be deferred and be part of the deliberations on the retirement policy itself.



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Special Assistant to the  
Deputy Director for Support  
for Special Studies

SA-DD/S/SS/EDE:bak(18 Apr 68)

Distribution:

Orig. - Addressee (then DD/S Subject)

1 - DD/S Chrono

SECRET

DD/S 68-1886  
12 12 68

MEMORANDUM FOR: Acting Deputy Director for Support

SUBJECT : Exception to Agency Retirement Policy -  
Printing Services Division Personnel

REFERENCE : Memo for D/Pers fr ADD/S dtd 8 Feb 68,  
same subject

1. Attached is a study by the Position and Compensation Division made in response to your request in referent memorandum.

2. It may be that other Printing Services people will feel that special treatment of the 57 constitutes an inequity. To begin to make further group exceptions will lead to a progressive erosion of the policy unless the policy is revised to apply only to professionals or to establish a grade distinction.

3. Short of a revision of the basic policy, I concur in the recommendations of the Chief, Position and Compensation Division.

[Redacted Signature Box]

✓ Robert S. Wattles  
Director of Personnel

STAT

Attachment

1 2 APR 1968

MEMORANDUM FOR: Director of Personnel

SUBJECT : Exception to Agency Retirement Policy - Printing  
Services Division PersonnelREFERENCE : Memo to D/Pers from Asst DD/S dtd 8 Feb 1968, same  
subject

1. As requested in referent memorandum a review has been made of wage board and related employee groups to determine if exceptions from the requirements of Agency retirement policy should be considered. A summary of wage board and related positions with number of employees assigned is attached.

2. The totals of such employees are currently as follows:

<u>Component</u>	<u>GP</u>	<u>GA</u>	<u>LB</u>	<u>WB</u>	<u>GS</u>	<u>GS Protective</u>
OL	<div style="border: 1px solid black; width: 450px; height: 200px; margin: 0 auto;"></div>					25X9
OBGI						
NPIC						
TSD						
Cab Sec						
OTR						
<div style="border: 1px solid black; width: 50px; height: 20px; display: inline-block;"></div>						

3. As indicated by the Assistant DD/S's memorandum dated 8 February 1968, certain personnel of the Printing Services Division were given assurance that they would receive Civil Service rights and privileges comparable to those granted Government Printing Office employees. This assurance was given to the employees at the time of their transfer to this Agency in 1957 from the Government Printing Office. More than 100 Government Printing Office personnel originally transferred. Currently there are 50 GP Schedule employees and 7 GS employees remaining from the original group. These are included within the OL group above. With



respect to these employees it appears that the original promise at the time of transfer may require an exception to Agency policy.

4. The other GP employees in the Office of Logistics group perform the same type of printing work as the original group. Since they were appointed later, however, no promises with respect to Civil Service rights were made to them.

5. The other employee groups listed (except for GS) are similar in the sense that their work is concerned with trades and crafts and they are paid on an hourly basis in accordance with prevailing rates. The GS employee groups perform similar work but are paid under the General Schedule in accordance with established practice elsewhere. None of these employees have been promised any special rights or benefits.

6. Rights and benefits for all these employees are similar. There are certain differences in overtime, night differential, and holiday pay treatment, but these are based on standard practice throughout the Government. In the case of retirement all employees under the Civil Service retirement system have the same rights. It does not appear that there is any logical basis for treating any of these employee groups differently from other employee groups throughout the Agency. None of these employees are in critical skills, they can be recruited without unusual difficulty, and there is no evidence that they retain their working proficiency to a more advanced age than any other employees. Uniform treatment of all employees, except where there is an Agency commitment to do otherwise, is the most equitable and defensible practice.

7. I recommend, therefore

a. that the 57 employees originally promised rights and privileges comparable to those of Government Printing Office employees be granted special consideration with respect to Agency retirement policy, and

b. that all other employees, including other GP employees, be required to conform to established Agency retirement policy.

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Chief, Position Management & Compensation Division

Att

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Next 1 Page(s) In Document Exempt

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Registry -

File with other Seminar  
material (68-1246, 68-0782, etc.)

p.